

ATTACHMENT

U.W.U.A. Local 483's

Constitution

REVISED JULY 1992¹

**ARTICLE I
NAME AND AFFILIATION**

SECTION A

This organization shall be known as Local 483 of the Utility Workers Union of America, AFL-CIO, with jurisdiction over those employees of Pacific Enterprises who, by agreement, certification or other means it is authorized to represent.

SECTION B

Local 483 shall always remain affiliated with the Utility Workers Union of America, affiliated with the America Federation of Labor and the Congress of Industrial Organizations.

SECTION C

Local 483 may affiliate with any organization endorsed or approved by the National UWWA or AFL-CIO, by a majority vote of its membership when such affiliation is a proper order of business and without any commitment that such affiliation will remain indefinitely.

**ARTICLE II
OBJECTIVES**

SECTION A

To protect, maintain and advance the interests of the workers, to improve working conditions, and to secure adequate remuneration for its members.

SECTION B

To secure equal pay for equal work, regardless of race, creed, color, sex, age, or national origin.

SECTION C

To extend unionism on the basis of industrial organization; to secure legislation in the interest of all working people; to promote recognition and acceptance of true collective bargaining in industry, and to increase public understanding and support of the labor movement.

**ARTICLE III
MEETINGS**

SECTION A

Area membership meetings shall be held once a month. The number and locations of meetings to be designated by the Area Officer. Seven (7) days notice shall be given prior to the earlier date of any change in regular meeting dates.

SECTION B

Special membership meetings shall be called by the President when in his judgment the need arises, or when so instructed by a majority of the members of the Executive Board, or upon written request signed by at least the percent (10%) of the members in good

standing, submitted to him. Notice of any special meeting shall be no less than five (5) days before the date of said meeting; except that only two (2) days notice shall be required when the President calls said meeting. The notice shall specify the purpose of such meeting and contain any other pertinent information.

**ARTICLE IV
QUORUM**

SECTION A

All meetings of the Local Union must have a quorum present before conducting any official business except that in the event an election, or any vote requiring official ballots (mailed or printed) is a part of the agenda, and said meeting cannot be held due to a lack of quorum, the presiding officer shall allow the members present in good standing to sign the roster and cast a ballot.

SECTION B

The quorum for all membership meetings will be three (3) members. The Executive Board shall have the authority to set or change quorums.

**ARTICLE V
OFFICERS AND DUTIES**

SECTION A

The Officers of this Union shall be named as follows: President, Vice-President, Secretary-Treasurer, three (3) Trustees, one (1) Area Officer(s) for each area. Areas are to be determined by the Executive Board and subject to approval by a 2/3 majority vote of those present.

SECTION B

Any member of this Union who meets the financial requirements of acquiring and maintaining membership in the Union, and who has been a member for one (1) year or more, shall be considered as a member in good standing and eligible for any Office as set forth in Article V, Section A.

SECTION C - Duties of the President

The President shall be the Chief Administrative Officer of this Local Union and shall preside and preserve order at all regular or special meetings of the Local Union and of the Executive Board. He shall exercise supervision over the affairs of the Local Union. He shall sign official documents when required and when satisfied they are correct. He shall co-sign, with the Secretary-Treasurer, all checks for disbursement of any Union Monies. He shall appoint, subject to approval of the Executive Board or the membership, all committees not otherwise provided for in this Constitution as may be necessary to properly conduct the affairs of the Union. He shall be an ex-officio member of all Committees. He shall not be entitled to a vote, at any regular or special meeting of the membership or the Executive Board, unless his vote shall be deciding in case of a tie. However, in the event any vote is taken by secret ballot, he shall be permitted to cast his ballot. He shall enforce the National Constitution as it affects the Local Union, and shall also enforce the Constitution of this Local Union. He shall carry out the instructions of the Executive Board or the membership, and shall make a full report of his activities at each meeting of the Executive Board. He shall consult with the other Officers of the Union on all important matters, and report his actions to the Executive Board. He shall call special meetings of the Executive Board when he deems it necessary, or when so

¹ Reformatted from Local 483's web site. All emphasis is in the original.

instructed by a majority of the Executive Board members. He shall perform such other duties as are necessary, or that may be required by the Union, to protect and advance its interests. He shall be a delegate to all Conferences and Conventions to which the Local sends delegates.

SECTION D - Duties of the Vice-President
The Vice-President shall perform the duties of the President in his absence. In case the Presidents Office is vacated for any reason, the Vice-President shall fill said vacancy for the unexpired term. He shall fulfill all other duties as may be assigned to him. He shall be a delegate to all conferences and conventions to which this Local sends three (3) or more delegates.

SECTION E - Duties of the Secretary-Treasurer
The Secretary-Treasurer shall have charge of, preserve and maintain, all financial books, records, files, documents, and other effects of the Union. He shall keep and cause to be filed, a true record of all Executive Board and membership meetings. He shall pay all current bills and expenses of the Union, as authorized by approved statements or vouchers. He shall co-sign with the President all checks for disbursements of monies of the Union, or in the absence of the President, then with the Vice-President. He shall be responsible for the collection of all monies due the Union and shall deposit such monies in the name of Local 463 in a bank or banks approved by the Executive Board. He shall supply detailed monthly financial reports on monies received, paid out and still on deposit, at each Executive Board meeting, and also supply all Officers with a copy of such reports. He shall not disburse monies in any manner other than set forth in this Constitution. He shall have charge of the Official Seal of the Local Union and shall affix it to all Official documents. He shall conduct the correspondence pertaining to his duties, maintaining copies of all correspondence sent and received by him. He shall, in cooperation with the President, be responsible for being in compliance with all applicable Federal and State laws. He shall arrange to have the books audited semi annually by the Trustees. At the end of the fiscal year, he shall engage an accredited Public Accountant to make the yearly audit of the financial accounts. He shall submit a report of all such audits at the next Executive Board meeting, and send a copy of such report to the national Secretary-Treasurer. He shall perform such other duties as pertain to his office. He shall be a delegate to all conferences and conventions to which this Local sends two (2) or more delegates.

SECTION F - Duties of the Trustees
The duties of the Trustees shall be to audit all books and records of the Local Union semi annually, and to take inventory, at least once a year, of all property of the Union. They shall attend to the bonding of the President, Secretary-Treasurer, and such other bonding of Officers as is deemed necessary.

SECTION G - Duties of Area Officers
The Area Officer shall conduct their own Area meetings, and shall be responsible to the President, the Executive Board, and the membership as a whole to carry out the policy of the respective groups. He shall be in charge of, and direct the activities of Shop Stewards of his respective area. He shall carry out any duties assigned to him by the President, Executive Board and/or the Membership.

SECTION H

The President and the Secretary-Treasurer of this Union shall be bonded in an amount equal to ten percent (10%) of the assets of the Union. All Union Officers, at the expiration of their term of office, shall deliver to the Trustees all monies, books, papers and all other property of the Union in their possession, and shall not be relieved from their bond or obligation until all books are audited and said deliverance has been completed.

ARTICLE VI EXECUTIVE BOARD

SECTION A

The Executive Board shall consist of all elected Officials as set forth in Article V, Section A. A simple majority of the Executive Board shall constitute a quorum for transactions of official business. An accredited member of the National Union shall be an ex-officio member of the Executive Board.

SECTION B

The Executive Board shall conduct the normal business of this Union, and authorize disbursements of monies as they deem necessary, with a limit to be set by the Executive Board. Special meetings may be called when deemed necessary by the President or a majority of the Executive Board. The Executive Board shall meet a minimum of two times each year. Any action of the Executive Board shall be subject to the approval of the membership.

ARTICLE VII ELECTIONS

SECTION A

Ten (10) days prior to the regular meeting in October of even numbered years, the Election Committee shall mail to the last known address of all members, notice of nominations and election for the office of President, and (1) Trustee. On odd numbered years, ten (10) days prior to the regular meeting in October, the Election Committee shall mail to the last known address of all members notice of nominations and election for the offices of Vice President, Secretary-Treasurer, and Trustee, as provided for in Section B of this Article. The notice shall specify that nominations will take place from the floor, at the October Area Meeting and that the election of these Officers will be conducted, through a secret ballot, mail referendum, during the month of November. Members who are absent at the time nominations are made may accept nominations by written proxy presented to the presiding officer to be forwarded to the Election Committee no later than November 1st. There shall be no write-in candidates or write-in votes. The new officers shall be sworn in at the next Executive Board meeting and shall take office immediately.

SECTION B
The order of nominations shall be President, Vice President, Secretary-Treasurer, and Trustees. The term of office shall be for two (2) years for President, Vice-President and Secretary-Treasurer. The term of office shall be three (3) years for Trustees. The election of Trustee will be for one (1) each year.

SECTION C

All officers, except Area Officers shall be elected by secret ballot through mail referendum. Not later than the tenth (10th) day of November the ballots shall be sent out as first class mail to the last know address of all members of this Local Union. Ballots

shall be in printed form, and shall be accompanied with plain envelope. A self-addressed, stamped envelope for return mail, voting instructions, and shall state that they must be returned not later than midnight, November 30th, to a Post Office Box rented by the Election Committee. The Election Committee shall consist of not less than three (3) nor more than five (5) committee members selected at the third (3rd) Executive Board Meeting of the year. They shall work under the supervision of the Executive Board, and shall be responsible for the proper conduct of the elections. The Election Committee shall count all valid ballots, make a tally of same, and cause the results to be published as soon as possible. The Candidate for each office receiving the highest number of votes shall be declared elected. In the event of a tie vote, the run-off shall take place immediately by special election. No Officer or Candidate for any office shall serve on the Election Committee.

With a majority vote of the Executive Board, the Executive Board may elect to use an outside, independent agency to conduct and certify the results of Local 483's elections.

SECTION D

The new Officers shall be sworn in at the next Executive Board Meeting, and shall take office immediately. Each elected officer shall hold office for the prescribed term, or until his successor takes office.

SECTION E

No member of this Union shall hold more than one (1) office at the same time, nor be a candidate for more than one (1) office at the same time.

SECTION F

Area Officers shall be nominated and elected only from the Area in which they work.

These areas shall be determined by a 2/3 vote of the Executive Board. The term of office shall be for two (2) years. Area Officers shall be elected by secret ballot in their respective areas. Nominations will be held at the regular March meetings and elections at the regular April meetings of every odd numbered year. Ten (10) days prior to the regular meeting in March, the Secretary-Treasurer shall mail to the last known address of all members notice of nomination and election of Area Officers as provided in Article VII, Section C. Notice shall indicate that nominations shall be made from the floor of Area meetings. Members who are absent may accept nominations by written proxy, such proxy to be presented to the presiding Officer. However, there shall be no write-in candidates or no write-in votes.

SECTION G

The presiding Officer in each area shall appoint an Election Committee. No Officer or Candidate shall serve on the Committee. The Committee shall distribute the ballots, make provisions for receiving all voted ballots, properly count all ballots, and shall take all reasonable precautions to guarantee the honesty and secrecy of the vote. All counted ballots shall be returned to the Union Headquarters for safekeeping. The Candidate receiving the highest number of votes shall be elected. In case of a tie the winner shall be elected by a runoff vote. New Area Officers will be sworn in at the next Quarterly Executive Board meeting and shall take office immediately.

ARTICLE VIII

VACANCIES OF OFFICE

SECTION A

Any Officer who is absent from two (2) consecutive meetings of this Local's membership and/or Executive Board, without being excused by the Executive Board, may have their office declared vacant by the Executive Board. Any delegate absent from two (2) consecutive meetings of any organization without satisfactory excuse will have their office declared vacant by the Executive Board.

The President shall have the authority to fill any vacancy by appointment, subject to the approval of the Executive Board. Area officer vacancies shall be filled by special election. All other vacancies shall be filled at the regular election as provided in Article VII. Section C. Notice of special election for Area Officer shall be posted on Union bulletin boards informing the members that nominations will be held at the next regular meeting. Such election shall be by secret ballot at the membership meeting in the next month following nominations. The candidate elected shall assume office immediately, and shall serve for the unexpired term.

SECTION C

If, during a regular election, a candidate for office shall become ineligible to hold the office for which he is contesting by virtue of promotion/death, transfer or other reason or in writing declares his intention of not serving if elected, Section B of this Article will apply should he receive the highest number of votes for the office.

ARTICLE IX

AFFIRMATION

SECTION A

The new member shall subscribe to the following affirmation:

"I [Speak your name], pledge my honor to faithfully observe the by-laws of this Union; to comply with all the rules and regulations thereof; not to divulge or make public any of the private proceedings of this Union; to faithfully perform all duties assigned to me to the best of my ability and skill; never to discriminate against a fellow worker because of race, creed, color, sex, age or national origin; to conduct myself at all times in such a manner so as not to bring reproach upon my Union, and at all times to bear true and faithful allegiance to the Utility Workers Union of America AFL-CIO."

SECTION B

Before entering upon the duties of their respective offices, the newly elected Officers shall subscribe to the following:

"I [Speak your name] do hereby pledge my honor to perform the duties of my office as required by the Union's by-laws; to bear true and faithful allegiance to the Union and the Utility Workers Union of America, AFL-CIO; to deliver all books, papers and other property to the Union that may be in my possession at the end of my term to my successor in office, and at all times to conduct myself as an Officer and loyal member of the Union."

ARTICLE X

MEMBERSHIP

SECTION A

The amount of the initiation fee shall be determined by the Membership. The initiation fee to be sent to the Utility Workers Union of America National office shall be in conformance with Article VI, Sections two (2) and three (3) of the National Constitution.

If application is made after the twenty-fifth (25) day of the month, the dues shall be credited to the following month. Membership in this Local shall be confined only to those who can meet the provisions of Article III, Section five (5), of the Utility Workers Union of America National Constitution.

ARTICLE XI

DUES AND ASSESSMENTS

SECTION A

The dues of this Union shall be set (A) to cover any increase in per capita tax levied by the National Utility Workers Union of America.

No assessment shall be levied upon the members unless voted by a two thirds (2/3)

majority of the members returning their mail referendum secret ballot. Prior approval must be obtained from the National Executive Committee.

SECTION B

Any member whose dues fall one (1) month in arrears shall be duly notified and given thirty (30) days to rectify the delinquency. Should the delinquent member fail to rectify the delinquency prior to the expiration of the grace period, the Executive Board is empowered to suspend him from all rights and privileges of membership.

SECTION C

The reinstatement fees of this Union shall be the sum of one (1) months dues, plus current months dues and all back dues. However, exceptions may be made by the Executive Board. All reinstatements must have the approval of the Executive Board. All persons collecting dues, initiations or assessments, shall give an official receipt and shall pay all monies collected to the Secretary-Treasurer. This shall be done at least once each month. Whenever money changes hands among members of this Union, a receipt shall be given.

ARTICLE XII

OFFICERS EXPENSE

SECTION A

The President shall receive an allowance of \$45.00 per month. The Vice-President shall receive an allowance of \$30.00. The Secretary-Treasurer shall receive an allowance of \$35.00 per month. The Area Officer shall receive an allowance of \$25.00 per month.

SECTION B

All Executive Board members shall be reimbursed for any expenses incurred in carrying out their duties for the Union. These Executive Board members shall keep an itemized list, with receipts, of accrued expenses, and shall present to the Secretary-Treasurer. If such an itemized list is not presented, with receipts, the bill shall not be paid. The Secretary-Treasurer shall keep these on file. All expenses shall be subject to Executive Board approval.

SECTION C
Any member of this Union who is assigned to do work for the Union requiring the loss of working time shall be paid his scheduled rate by the Union, according to the current Agreement with the Company, and reasonable expenses approved by the Executive Board.

ARTICLE XIII
DUES AND ASSESSMENTS

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majority of the members returning their mail referendum secret ballot. Prior approval must be obtained from the National Executive Committee.

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STEWARDS

Section A

Stewards shall be selected in each occupational group in each department in such a manner that all members of this Union shall be represented by a steward. There shall be one (1) steward for every (20) members, or major fraction thereof, or as the Executive Board deems appropriate. The Executive Board shall designate the mode of action for Stewards.

ARTICLE XIV

NEGOTIATING COMMITTEE

SECTION A

The Negotiating Committee shall consist of the President and Secretary-Treasurer. The Vice President will be an alternate member of the Negotiating Committee as needed. Subject to approval of the Executive Board, by a fifty-one per cent (51%) majority, the President may appoint a Negotiating Committee when he feels the interest of the Union members from any individual company represented by Local 483 would be better served by these appointees. However, any Negotiating Committee must have either the President, Vice President or Secretary-Treasurer as one of its members. When negotiations for a signed agreement with the Company involves all five Local Unions within the Pacific Enterprises, the Negotiating Committee shall work in cooperation with the other Locals. Should Local 483, UWUA, negotiate separately for a Contract with Pacific Enterprises, the Negotiating Committee shall consist of the President, Vice President, and/or Secretary-Treasurer.

SECTION B

All contract ratification votes of this Local will be conducted by a secret ballot by mail referendum. If action on Contract ratification is taken in conjunction with other Locals in a Council, the by-laws of such Council shall prevail. In any case a simple majority shall decide acceptance or rejection on a ratification vote.

SECTION C

A member shall have the right to submit any Contract proposal to the Local at a regular or special membership meeting; however, such proposals must receive a majority vote of the area membership present and voting to be considered for a Contract demand.

ARTICLE XV

STANDING COMMITTEE

SECTION A

The executive Board shall consider the advisability of Legislative Committees, Activities Committees, Working Rule Committees and Membership Committees. Should the Executive Board decide to affirmatively recommend the establishment of such a Committee or Committees, they shall be for a given term and be dismissed at the conclusion of their work. The President has the duty of Committee appointments.

SECTION B
Labor-Management Committees shall be created to work with Management Representatives for the purpose of raising funds for appeals and charities, and for the advancement of community and National institutional work for which there is a common Labor-Management effort. Such Labor management Committees to exist only if Management desires common Union and Management effort on these items. The

Committees shall consist of the affected Officer and Stewards chosen by the Officer and/or President with the approval of the Executive Board.

ARTICLE XVI

WITHDRAWALS AND TRANSERS

SECTION A

Withdrawal and transfer cards shall be issued according to the rules of the AFL-CIO and the Utility Workers Union of America.

ARTICLE XVII

STRIKES

SECTION A

If a controversy exists between this Local and Management, which may develop into a strike or a lockout, the Negotiating Committee shall confer with the Management or a representative thereof, to endeavor to secure an amicable settlement, should no adjustment prove possible, then a strike vote may be taken.

SECTION B

All strike votes shall be taken by secret ballot mail referendum and must show a two thirds (2/3) majority of the participating membership in favor of a strike before a strike may be called, except that if a strike vote is taken in conjunction with other Locals in a Council, the by-laws of such Council shall prevail.

SECTION C

A full report shall be submitted to the proper representative of the National Union, or its authorized agent, for his approval in accordance with the Utility Workers Union of America National Constitution.

ARTICLE XVIII

CHARGES AND TRIALS

SECTION A

When a member of this Union is accused of committing an offense prejudicial to the best interest of this Union, including but not limited to, crossing a legally established picket line of this Union (commonly known as strike breaking), and is found guilty of such offense by the Trial Committee, subsequently upheld by a secret ballot vote of a majority of the membership present and voting at the membership meeting at which the Trial Committee, or member of the Trial Committee, makes its report, the accused he or she (singular or plural), will be fined, suspended or removed from Union membership. However, any fine shall be imposed and collectible, prior to any suspension or removal from Union membership.

SECTION B

All charges against a member of the Local Union must be made in writing, signed by the member making the charges, and must be presented to the Local Executive Board by certified mail. Charges must be submitted within sixty (60) days of the time the complainant becomes aware of the offense.

SECTION C

The Local Executive Board shall be designated as the Trial Committee, and neither the person that filed the charges nor the person accused may be a member of the Trial Committee.

SECTION D

Within seven (7) days after the charges have been filed, the Union shall forward a copy of the charges to the accused member or members, to his last known address by certified mail, together with a written notice of the time and location when the hearing will take place before the Trial Committee. The hearing shall take place no less than one week from the date of the mailing of the charges to the accused member.

SECTION E

A charged member may have a UWUA member in good standing as Counsel, however, no Attorney as such may serve as Counsel in a hearing of the Trial Committee. No person not a UWUA member may be present at such hearing except as a witness. The Trial Committee, or a member of the Trial Committee, upon completion of the hearing shall submit its report to the next membership meeting. At the membership meetings of the Local Union, he accused shall be accorded full opportunity to present his position on all matters bearing upon his trial and the report of the Trial Committee. The report of the Trial Committee shall become effective only upon the approval of a majority vote of the membership present and voting by secret ballot at the Local meeting.

SECTION F

A report of the Local Union's decision shall be forwarded immediately by certified mail to the accused, the National Union and the accuser.

SECTION G

The accused or the accuser may appeal from the decision of the Local Union within thirty (30) days of the mailing of the Local Union's decision to the parties by presenting the appeal in writing to the National Executive Board.

SECTION H

An appeal from the decision of the National Executive Board may be made to the National Convention by giving notice to the National Secretary-Treasurer thirty (30) days prior to the convening of the Convention.

SECTION I

An elected Officer of this Local may be recalled in conformity with the provisions, as stated in the foregoing sections of this Article.

SECTION J

In no case shall a member or subordinate body (Local Union or Council) appeal to a Civil Court for redress until he or it has exhausted his or its rights of appeal under the constitution of the National Union.

ARTICLE XIX

CONVENTION AND CONFERENCE DELEGATES

SECTION A

This Local may participate in all Conventions and Conferences of organizations with which the Local is affiliated unless the membership, at regular or special meetings, shall decide to the contrary by a simple majority vote. If more than three (3) delegates are to attend any Convention or Conference, the additional delegates will come from the Executive Board. To determine the additional delegates, a secret ballot vote will be conducted by the Executive Board.

SECTION B

The President shall attend, preside over, and make a comprehensive report of all delegations of this Local. If for any reason this is not possible, the Vice President shall assume these duties as provided by Article V, Section D.

SECTION C

If necessary, all delegates shall receive an advance draft the amount of which shall be determined by the Executive Board. The Executive Board shall direct and determine all expenditures for any and all Conventions and Conferences.

ARTICLE XX

ORDER OF BUSINESS

SECTION A

The following Order of Business shall be used at all regular meetings of this Local unless a special Order of Business is voted by a majority of the members present:

1. Flag Salute
2. Roll Call of Officers
3. Reading and Approval of Minutes
4. Report of Secretary-Treasurer
5. Communications
6. Report of Committees
7. Unfinished Business
8. New Business
9. Good and Welfare of the Union
10. Election of Officers and Installations.
11. Adjournment

SECTION B

Unless otherwise provided for in this Constitution, Roberts Rules of Order shall prevail.

ARTICLE XXI

All proposed Amendments to this Constitution must be submitted in writing and in duplicate, one (1) copy of which shall be filed with the Secretary-Treasurer. A copy of the proposed Amendment shall be mailed to all members in good standing. A vote on the proposed Constitutional Amendment shall be conducted at the local area meetings. The results of the vote shall be sent to the By-Laws committee as soon as possible. It shall require a two thirds (2/3) majority of the ballots cast to carry such an Amendment. Prior approval of the National President must be obtained before any Amendment can take effect.

IX. Strikes

VIII. Suspension or Revocation of Local Union Charters

VII. Local Unions

VI. Finances

V. Salaries and Expenses

IV. Officers

III. Membership

II. Objects and Jurisdiction

I. Name and Affiliation

Preamble

Pledge of Allegiance to the Flag

ARTICLE

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Amended Through June 28, 2003

(See Addendum)

(This Addendum is part of Article I)

Bridging a strong and unified union, that also stands firm with other unions;

Organize the unorganized workers in our industries so that all workers can enjoy the highest possible level of wages, pensions and benefits;

To accomplish these goals, we commit to:

We are an organization of men and women of every race, religion, age, and ethnicity, who are committed to a society where all workers and their families live and work with dignity; where there is an economic and political mandate for a more equitable distribution of the nation's wealth for all those performing useful service to society; where workers have a collective voice and power at the workplace; where economic well being is achieved for our members and all workers; where work is satisfying and fairly rewarded.

Bargain contracts that provide for improved wages and working conditions and insure that our collective voices are heard and honored;

Building a strong and unified union, that also stands firm with other unions;

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We are an organization of men and women of every race, religion, age, and ethnicity, who are committed to a society where all workers and their families live and work with dignity; where there is an economic and political mandate for a more equitable distribution of the nation's wealth for all those performing useful service to society; where workers have a collective voice and power at the workplace; where work is satisfying and fairly rewarded.

The Utility Workers Union of America, AFL-CIO is an organization of members united by the belief in the dignity and worth of workers and by the value of the services we provide to the public and is dedicated to improving the lives of our members and their families.

PRE AMBLE

"I Pledge Allegiance to the Flag of the United States of America and to the Republic for which it stands, one nation under God, indivisible, with liberty and justice for all."

XVII. Election and Installation of Officers

XVI. Human Rights Advisors

XV. Conventions

XIV. Member Charges and Challenges

XIII. Amendments

XII. Affiliations

XI. Vacancies

X. Transfer Cards

Section 1. To unite in this industrial union, regardless of race, creed, color, sex, national origin, age, religion, disability, sexual orientation, all workers eligible for membership, employees in and around energy, electric, gas, steam, water, telecommunications, generation, service, and related industries and organizations, entities that are the successors, subsidiaries, affiliates, mergers and acquisitions of employers whose employees are represented by this National Union.

Section 2. To establish through collective bargaining higher wages, shorter hours

Objects and Jurisdiction

ARTICLE II

Section 4. In the National Union alone is vested the power to establish local unions, regional boards or joint councils, and to it is reserved the right to finally determine and adjust all matters of general importance to the welfare of any members thereof.

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Section 3. All legislative powers shall be reserved to the National Union duly convened in session, except as hereinafter provided for. It's executive, judicial, and

legislative powers when not in session shall be vested in the National Executive Board, except as hereinbefore provided for.

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legislative powers when not in session shall be vested in the National Executive Board, except as hereinbefore provided for.

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legislative powers when not in session shall be vested in the National Executive Board, except as hereinbefore provided for.

Name and Affiliation

ARTICLE I

Compliance with the National Constitution should become the personal interest of every member of our union. Every local union officer should consider the National Constitution in connection with union matters as seriously as the law of the land in daily life. This is the lifeblood of the organization. The body will become strong and powerful or weak and frail in ratio to the importance given these laws.

Section 1. This organization shall be known as the UTILITY WORKERS UNION OF AMERICA, hereinafter also referred to as the National Union.

Section 2. The National Union shall be affiliated with the American Federation of Labor and Congresses of Industrial Organizations, and shall conform to the Constitution and rules of the American Federation of Labor and Congresses of Industrial

Organizations.

The National Union shall also become affiliated with the Canadian Labour Conference and shall conform to its Constitution and rules should it affiliate with any union or organize any members who work in Canada.

Section 3. All legislative powers shall be reserved to the National Union duly

convened in session, except as hereinbefore provided for. It's executive, judicial, and

legislative powers when not in session shall be vested in the National Executive Board, except as hereinbefore provided for.

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legislative powers when not in session shall be vested in the National Executive Board, except as hereinbefore provided for.

Membership

ARTICLE III

Section 5. To organize nonorganized workers, to affiliate workers in independent organizations, and to otherwise strengthen the labor movement.

Section 4. To advance the economic, social, civic, legal, charitable, educational, democratic, and political interests of the National Union, its affiliates, its members and their families.

Section 3. To secure legislation safeguarding the economic security and social welfare of the workers in the industry, to protect and extend our democratic institutions and civil rights and liberties, and thus to perpetuate the cherished traditions of our democracy.

of work, and improvement in terms and conditions of employment for all members

Section 1-A. The elective officers of the National Union shall be one National President, one National Executive Vice President, one National Vice President, one National Secretary-Treasurer and twenty (20) National Executive Board Members, except for the exercise of ARTICLE XI, Section 1a which may create additional positions as a result of a merger or affiliation of another union with the National Union in such case, the number of National Executive Board Members may be increased in

Officers

ARTICLE IV

Section 6. The National Union and the local Union and the local union to which the member belongs, and each of them are by him/her intervocably designated, authorized, and empowered exclusively to appear and act for him/her in his/her behalf before any board, court, committee, or other tribunal in any manner affecting his/her status as an employee, or as a member of his/her local union or the National Union, and exclusively to act as his/her agent to represent and bind him/her in the presentation, prosecution, adjustment, and settlement of all grievances, complaints, or disputes of any kind or character arising out of the employer-employee relationship, as fully and to all intents and purposes as he/she might or could do if personally present.

Section 7. Dual Membership—No person shall acquire or retain membership in any local union affiliated with the National Union who is or becomes a member or active partisan of any other union or local union claiming jurisdiction over all or a part of the industries over which our National Union exercises jurisdiction.

The National Union and the local union to which the member belongs shall be his/her exclusive representative for the purpose of collective bargaining in respect to rates of pay, wages, hours of employment or other conditions of employment, and for the negotiation and execution of contracts with employers covering all such matters including contracts regarding his membership or the continuation of his/her membership in the union as a condition of his/her employment or continued employment under contracts requiring the employer to deduct, collect, or assist in collecting from his/her wages any dues, fees, assessments, fines, or other contributions payable to the National Union or his/her local union.

Section 5. Any member accepting membership in the Communist, Fascist, Nazi, or any other subversive political party or organization shall be expelled from the National Union, and is permanently debarred from holding office in the National Union, and no members of any Communist, Fascist, Nazi, or any other subversive organization, and no members of any Communist, Fascist, Nazi, or any other subversive party or organization shall be permitted to have membership in our Union, and no member accepting membership in the Communist, Fascist, Nazi, or any other subversive party or organization shall be permitted to have membership in our Union, unless they withdraw from such Communist, Fascist, Nazi, or any other subversive political party or organization, and forfeit their membership therein. Repercussions will be considered by the Union in determining whether or not anyone charged with being a member of the aforementioned parties or organizations actually holds such either verbal or written, or any employer or employee's agent or non-member shall not be considered by the Union in determining whether or not anyone charged with being a member of the aforementioned parties or organizations actually holds such member such.

National Union on the premises and/or in the employ of one employer, it is recommended that said locals establish a Council for the purposes of collective bargaining.

Presently existing Regional Boards and/or Joint Councils shall retain such powers and authority as are not inconsistent with this Constitution. All local unions should become affiliated with their own regional Utility Joint Council.

Section 4-B. Between National Conventions and sessions of the National

National Representatives, Organizers, and other persons necessary to conduct the National Convention by the National Executive Board, Regional Directors, subjects to subsequent ratification by the National Executive Board, Regional Directors, and install to take effect at the time of his/her appointment, National Union.

Section 3-B. He/she shall appoint to take effect at the time of his/her appointment,

the jurisdiction of the National Union.

Organizers for the maintenance and improvement of conditions of employment within

the National Vice President, Regional Directors, National Representative, and

correct. He/she shall coordinate the activities of the National Executive Vice President,

National President, He/she shall sign all official documents when satisfied they are

organized, perform necessary organizing and other works usual to the office of the

attend to disputes between employers and employees; adjust differences between local

He/she shall devote full time to his/her office, and he/she or his/her designee shall

and his/her interpretation shall be subject to review by the National Executive Board.

National Convention. He/she shall interpret the meaning of this National Constitution

National Union and shall carry out to the best of his/her ability the decisions of the

National Executive Officer shall be the Chief Executive Officer of this

Executive Board.

Section 1-B. The National President shall attend and preside at all National

conventions and at all sessions of the National Executive Board. He/she shall convene

regular meetings and special meetings of the National Executive Board whenever

necessary, or when requested in writing by a majority of the members of the National

Executive Board.

Determination of ineligibility under this Section may be made only on the basis of

charges filed and heard in accordance with the trial procedures of the National

Union or of its subordinate bodies, as the case may be. The Trial Committee is

empowered to consider any extraneous circumstances in determining eligibility of the

person charged.

Section 4-A. No person shall be eligible to hold an elective office or appointed

position in the National Union, or in any of its subordinate bodies, who has been

convicted of any crime offensive to trade union morality. He/she cannot be commonly

known to be a crook or racketeer preying on the labor movement or be barred from

holding office in accordance with Section 504 of the Labor-Management Reporting

and Disclosure Act of 1959 as amended.

Section 3-A. All National Officers and Executive Board Members shall be

nominated and elected at the National Convention. Nominees shall be good standing

members of an affiliated local union for at least one year. They shall be employed in

and around energy, electric, gas, steam, water, telecommunications, generation,

service, and related industries and organizations, including entities that are the

succeessors, subsidiaries, affiliates, mergers and acquisitions of those

employees are represented by the National Union for a period of not less than three

years.

Section 2-A. All National Officers shall be elected and installed at each regular

National Convention, and they shall serve until their successors shall have been elected

and installed. The term of office shall be four (4) years (with sufficient flexibility for

the period of time allowed for scheduling the National Convention).

Accordance with the provisions of ARTICLE XI, Section 1a.

National President

Organizers for the maintenance and improvement of conditions of employment within

the National Vice President, Regional Directors, National Representative, and

correct. He/she shall coordinate the activities of the National Executive Vice President,

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attended to disputes between employers and employees; adjust differences between local

He/she shall devote full time to his/her office, and he/she or his/her designee shall

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Section 1-B. The National President shall attend and preside at all National

conventions and at all sessions of the National Executive Board. He/she shall convene

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members of an affiliated local union for at least one year. They shall be employed in

and around energy, electric, gas, steam, water, telecommunications, generation,

service, and related industries and organizations, including entities that are the

succeessors, subsidiaries, affiliates, mergers and acquisitions of those

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years.

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National Convention, and they shall serve until their successors shall have been elected

and installed. The term of office shall be four (4) years (with sufficient flexibility for

the period of time allowed for scheduling the National Convention).

Accordance with the provisions of ARTICLE XI, Section 1a.

Section 6-B (1). Whenever the National President has reason to believe that trusteeship action is required and after consultation with the National Union's Executive Committee, the National President may appoint a trustee to take charge and control the affairs of a local union or affiliated body. He/she may remove any or all officers and temporary officers and agents during his/her trusteeship. He/she can take such action as is in his/her judgment necessary for the preservation of the local union or affiliated body and its interest. The trustee shall report on the affairs and transactions of the local union or affiliated body to the National President. The trustee shall be under the direct supervision and control of the National President.

Section 6-B (2). The trustee shall be authorized to take full charge of the affairs of the local union or affiliated body. He/she may remove any or all officers under the legitimate objectives of the National Union.

Section 6-B (3). Upon the institution of the trusteeship, all moneys, books, and papers and other property to the local union or affiliated body shall issue a receipt. The trustee shall pay all outstanding claims proved, if funds are sufficient. When self-government is restored, the trustee shall return all funds received from the local union or affiliated body to the local union or affiliated body is dissolved by the revocation of its charter, then any balance remaining to the credit of the local union or affiliated body shall be forwarded to the National Secretary-Treasurer and shall become the property of the National Union.

Section 6-B (4). The trustee shall be bonded for the faithful discharge of his/her property of the local union or affiliated body shall be turned over to the trustee, who shall issue a receipt for them.

Section 6-B (5). The trustee shall take possession of all the funds, books, papers, and other property of the local union or affiliated body before the National Secretary-Treasurer. If an appeal is so filed, the National Executive Committee shall provide for a hearing within thirty (30) days of the filing of such appeal before the National Executive Committee or a Subcommittee of the National Executive Committee for a hearing within thirty (30) days of the filing of such appeal to the National Executive Committee by the Executive Board or at the National Convention.

Section 6-B (6). Any local union or affiliated body in trusteeship may within ten (10) days from the institution of such trusteeship, appeal to the National Executive Committee by written communication addressed to the National Secretary-Treasurer. If an appeal is so filed, the National Executive Committee shall provide for a hearing within thirty (30) days of the filing of such appeal before the National Executive Committee by the Executive Board or at the National Convention.

Sectiion 4-E. The National
with the provisions of the Law
ensure the faithful discharge
approve said bond. The cos-

Section 2-E. The National Secretary-Treasurer shall make the necessary arrangements for the maintenance of financial books and records, the receipt of all funds due the National Union, and shall deposit all such funds in the name of the National Union in depositories approved by the National Executive Board. He/she shall invest all such funds as may be deemed by the National Executive Board to be in excess of current needs in such securities as the National Executive Board may decide. **Section 3-E.** The National Secretary-Treasurer shall pay all bills and current expenses unless otherwise ordered by the National Executive Board or its Executive Committee. He/she shall keep copies of all important correspondence sent out and received by his/her office.

Section I-E. The National Secretary-Treasurer shall act as the Financial Officer and Executive Secretary of the National Union. The National Secretary-Treasurer shall cause to be recorded the proceedings of all National Conventions, all sessions of the National Executive Board, and all sessions of the National Executive Committee. He/she shall have charge of and preserve all books, documents and effects of the National Office.

National Secretary-Treasurer

Section 1-D. The National Vice President, between meetings of the National Executive Board, shall at all times be responsible for carrying out to the best of his/her ability decisions of the National Convention.

Section 2-D. The National Vice President shall devote full time to his/her and between National Conventions and sessions of the National Executive Board he/she shall report his/her acts to the Executive Committee of the Board.

Section 3-D. The National Vice President shall perform such other duties as certain to his/her office or may be assigned him/her by the National President Executive Board, or its Executive Committee.

National Vice President

Section 1-C. The National Executive Vice President shall act as, and replace the National President in his/her absence. In the case of resignation, death or removal of the National President, the office of the National President shall be filled within thirty days in accordance with Article XI, Section 2.

Section 2-C. The National Executive Vice President, between meetings of the National Executive Board, shall at all times be responsible for carrying out to the best of his/her ability decisions of the National Convention.

Section 3-C. The National Executive Vice President shall perform such other duties as per train to the office or may be assigned by the National President, National Executive Board, or its Executive Committee.

Section 4-C. A National Executive Vice President may co-sign with the National President or the National Secretary-Treasurer, if necessary, checks and disbursements to assure signatures in the event of an absence of one or both of these officers and shall, therefore, give bond in the appropriate amount to insure the faithful execution of his/her duties.

Section 5-E. The National Secretary-Treasurer shall have the authority to employ such help as may be necessary for the efficient conduct of the affairs of his/her office. Such help shall be responsible for the prevailing rates of wages for the duties performed and shall be paid in accordance with the prevailing rates of wages for the performance of their duties. The National Secretary-Treasurer shall perform such other duties as pertain to his/her office or may be assigned him/her by the National Executive Board or its Executive Committee.

Section 6-E. The National Secretary-Treasurer shall devote full time to his/her office, and between National Conventions and sessions of the National Executive Board he/she shall report his/her acts to the Executive Committee of the Board.

Section 7-E. He/she shall have charge of the seal of the National Union and shall affix it to all official documents.

Section 8-E. The National Secretary-Treasurer shall devote full time to his/her office, and between National Conventions and sessions of the National Executive Board he/she shall report his/her acts to the Executive Committee of the Board.

Section 9-E. He/she shall submit a Certified Public Accountant's Financial Report to the Executive Board yearly.

Section 10-E. In the event of any delinquency on the part of any local union in paying its per capita, it shall be his/her duty to give to the local union involved notice of such delinquency and demand that the fault be remedied. He/she shall have the power to examine or to order an examination of the books of account of any affiliated local union. The National Secretary-Treasurer shall require all national, regional and local union officers handling funds to be bonded by an accredited surety company.

Section 1-F. The National Executive Board shall consist of the National President, the National Executive Vice President, the National Vice President, the National Secretary-Treasurer and twenty (20) National Board Members. However, the number of National Executive Board Members may be increased by the application of the provisions of ARTICLE XI, Section 1a upon the consummation of an affiliation or merger of another union with the National Union.

Section 2-F. Regular meetings of the National Executive Board shall be held twice a year, once in winter and once in summer and, in addition, special meetings may be held in accordance with ARTICLE IV, Section 1-B.

Section 3-F. Regular and special meetings of the National Executive Board shall be held on the call of the National President in such city and at such place and time as the National President shall direct, for transactions of such business as may be properly placed before the National Executive Board for consideration. Notice of meetings shall be given through the National Secretary-Treasurer.

Section 4-F. The National Executive Board shall have general supervision of the affairs of the National Union. It shall decide the city in which the National Office is to be located. It shall require the National Secretary-Treasurer to submit at one of its meetings during the year a Certified Public Accountant's audit of the National Union's books of account. At each meeting of the Executive Board, the National Secretary-

Section 5-F. The National Executive Board shall execute the instructions of the National Convention, and between National Conventions shall have the responsibility and power to direct the workings of the organization and to formulate policy affecting National Convention, and between National Conventions shall have the responsibility and power to direct the workings of the organization and to formulate policy affecting National Convention, and between National Conventions shall have the responsibility and power to direct the workings of the organization and to formulate policy affecting National Convention.

Section 6-F. There shall be established from the National Executive Board, an Executive Committee. The Executive Committee shall meet as frequently as required and shall be composed of the Executive Officers of the National Union, namely: the President, the Executive Vice President, the Vice Secretary-Treasurer, and one member of the Executive Board who was nominated and elected to the National Executive Board at the National Convention. It shall be considered a subcommittee of the National Executive Board between meetings and shall report its actions to the National Executive Board for its approval.

Section 7-F. The National Union shall be comprised of five regional districts. As membership warrants in these districts, they shall be increased up to a maximum of eight. These regional districts shall be established as follows, except where a local union whose operating company is in a region other than that in which the local is located. The local may be in another region, if in the judgment of the National Executive Board, the local can be better served and represented by so doing.

REGION ONE	
Delaware	Massachusetts
Maine	New Jersey
Vermont	Rhode Island
New York	New Hampshire
Connecticut	Puerto Rico and other Caribbean Territories

REGION TWO

Pennsylvania	North Carolina
Maryland	South Carolina
West Virginia	Tennessee
Virginia	Florida

REGION THREE

Kentucky	Louisiana
Ohio	Mississippi

REGION THREE	
Virginia	West Virginia
Tennessee	Alabama
Florida	Mississippi
Louisiana	Kentucky
Ohio	Mississippi

empowered to change the composition of these regions as membership requires it, but assembled, voting on a per capita basis. The National Executive Board shall be elected by district votes, the other fifteen (15) to be elected at large by all delegates before, for the first National Convention five (5) Executive Board Members will be nominated. Only five (5) geographic districts have been established and such regions shall nominate and vote for their National Executive Board Member at the National Convention. Only five (5) geographic districts as determined by the National Constitution. Only the delegates from the local unions voting on a per capita basis in each region shall nominate and vote for their National Executive Board Member at the National Convention. The National Executive Board members shall be nominated and elected in the regions within the geographic districts as determined by the National Constitution. Only the delegates from the local unions voting on a per capita basis in such regions shall nominate and vote for their National Executive Board Member at the National Convention.

Section 8-F. The National Executive Board members shall be nominated and

Guam and other Pacific Rim Territories

Hawaii

Colorado

Alaska

Nevada

Wyoming

Idaho

Montana

Washington

Utah

Oregon

New Mexico

California

Arizona

REGION FIVE

Illinois

South Dakota

Missouri

North Dakota

Iowa

Minnesota

Kansas

Wisconsin

Nebraska

Michigan

Indiana

REGION FOUR

Texas

Alabama

Oklahoma

Georgia

Arkansas

Finances

Salaries and Expenses

ARTICLE V

In any event they may not establish more than eight (8) regions. The National Convention is the only authority that can increase or decrease the regional districts. Section 9-F. Executive Board members, who in the performance of their duties while attending regular or special meetings of the National Executive Board or who are assigned duties which may result in the loss of time from their regular employment, shall be compensated for the same plus any legitimate expenses.

Section 1b. The Special Defense and Organizing Fund is for the purpose of providing legal defense and strike assistance in economic actions with or against employers, and to provide for costs of organizing campaigns and to provide for the costs of addressing the issues of deregulation, restructuring and divestiture in the electric, gas, water and related industries.
Payments from such a fund to locals involved in economic actions shall be paid weekly at a rate to be determined by the Executive Board, beginning with the third week of the strike or economic action. Such funds shall maintain a minimum sufficient to guarantee any qualified local union at least one week's payment in accordance with the aforementioned rules; also, each eligible local union shall be guaranteed with the strike or economic action. Such funds shall maintain a minimum sufficient to guarantee any qualified local union at least one week's payment in accordance with the strike or economic action. Such funds shall be paid weekly at a rate to be determined by the Executive Board, beginning with the third week of the strike or economic action.
Payments for organizing and deregulation related costs will not be authorized from this fund at any time when the balance is at or below two (2) million dollars.
As authorized by the Special National Convention held on July 15, 2000, one million three hundred thousand dollars (\$1,300,000) will be transferred from the Special Defense and Organizing Fund to the General Fund for costs already incurred in addressing the issues of deregulation, restructuring and divestiture in the electric, gas, water and related industries.
Section 1c. Upon approval of the Executive Board of the National Union, the monthly per capita may be reduced for members who are working such short hours and have an income in such a range that the payment of full dues and per capita severely impacts upon the individuals' income.
Section 1d. Upon approval of the Executive Board of the National Union, the monthly per capita may be reduced for members of a local union, chartered by the National Union, that has not achieved majority status in a bargaining unit, while the union continues its efforts to reorganize a majority of the unit.
Section 2. Each local union shall pay to the National Union one-half of each new member's initiation fee, up to a maximum payment to the National Union of fifty dollars (\$50.00); also on the same basis, one-half of each remittance fee collected.
Section 3. New members shall be required to pay an initiation fee of not less than two dollars (\$2.00) or more than fifty dollars (\$50.00), excepting that this maximum shall not affect any local union which has established other maximums with the approval of the National Executive Board. Initiation fee shall be waived for ex-service personnel if they apply for membership within one (1) year from the date of discharge from military service.
Section 4. Newly chartered local unions shall be required to pay a charter fee of twenty-five dollars (\$25.00).
Section 5. Local unions may establish monthly dues in any amount sufficient to adequately and efficiently operate their local union. No local union shall levy an assessment on its members without prior approval of the National Executive Committee.
Section 6. The National Executive Board may exonerate any local union from the payment of per capita to the National Union for any month or months for the members in good standing of such local union, who are unemployed due to strike, lockout, or other involuntary cause, or who are serving in the armed forces of the United States.
The National Executive Board shall waive per capita for local unions and for groups of members for the period of negotiations of a first contract, said members shall be considered inviolatory.

Section 7. No applicant for membership shall be regarded as being a member in good standing until the full amount of his/her initiation fee has been paid, excepting as heretofore provided in ARTICLE VI, Section 3.

Section 8. Any member in arrears for three months in regard to dues, will be designated as delinquent and not in good standing, unless officially exonerated from payment of same, and shall be required to pay a reinstatement fee imposed by the local union in addition to all back dues before good standing can be restored.

Section 9. The appropriate financial officers of any local union shall deposit, in an insured account in a financial institution, the full amount of all dues and initiation fees, as well as other income, collected by any local union. This account shall be in the name of the local union, and shall not be in the name of any officer. Activity on account(s) must be made only by the appropriate financial officers. Withdrawals or transfers from local union accounts must be by check, countersigned by at least two preceding months. Any local union in arrears for two months with its per capita payments, unless officially exonerated from this provision would receive a hardship or make operation of the local cumbersome.

Section 10. The accredited officers of each local union shall forward to the National Secretary-Treasurer of the National Union, in regard to initiation fees and dues, as secretary-Treasurer shall try to ascertain the reasons for non-payment. If non-payment results from financial inadequacy, the National Secretary-Treasurer shall develop a program, subject to approval of the National Executive Board, to restore financial stability to the local union including a means for the back dues and initiation fees, and including necessary changes in the financial operations of the local union. The Executive Committee shall determine the course of action to be taken when they have filed all delinquent reports, paid all arrearages and a fine of two dollars (\$2.00) for each one hundred (100) members or fraction thereof, unless exonerated from payment of such fines by the National Executive Board.

Section 11. When any local union fails to report and remit to the National Secretary-Treasurer of the National Union, in regard to initiation fees and dues, as secretary-Treasurer of the National Union, in writing the local union's President, the Recording Secretary, and Financial Secretary of the fact. Failing to receive a satisfactory response within ten days after the notification, the National Secretary-Treasurer shall try to ascertain the reasons for non-payment, the National to recover the back dues is willful or defiant.

Section 12. Local unions placed on the delinquent list shall not be reinstated until they have filed all delinquent reports, paid all arrearages and a fine of two dollars (\$2.00) for each one hundred (100) members or fraction thereof, unless exonerated from payment of such fines by the National Executive Board.

Section 13. All local unions with yearly incomes of \$200,000 or more shall disclose their financial accounts to make a yearly audit of their financial accounts. Unless their financial accounts are audited by an accredited public accountant, at least annually, it shall be the duty of each local union and each council to establish an auditing committee either by election by the membership, or treasurer of the National Union.

Section 14. All locals unions with yearly incomes of \$200,000 or more shall engage an accredited public accountant to make a yearly audit of their financial accounts to establish an auditing committee either by election by the membership, or treasurer of the National Union.

Section 1. In the event the National President shall have reason to believe that any local union or member thereof is failing to comply with any provision of the National Constitution, he/she may institute proceedings upon the alleged violations with due notice of hearing before the National Executive Board. Upon the basis of the hearing of all charges of alleged violations, suspending or revoking the charter of any such local union, suspending or expelling any member thereof, or directing a decision, dismissing the charges necessary to secure compliance with the National Constitution. However, at the hearing before the National Executive Board, the National President, having instituted

ARTICLE VIII *Union Charters*

Suspension or Revocation of Local

Section 7. It shall be the duty of every member to see that his/her Local Union is in good standing at all times, and any member failing to report to the National Secretary-Treasurer of the National Union, any delinquency on the part of his/her Local Union, shall suffer any penalty applied to the local union for such delinquency.

Section 6. Local unions shall be charged with the duty of enforcing this National Constitution as affecting their membership.

Section 5. Copies of all contracts and supplements thereto shall be forwarded to the National Office.

Section 4. All contracts entered into by local unions shall be between the employer and the National Union on behalf of the local union involved, and shall be signed by local officers and a designated representative of the National Union.

Section 3. No local union shall call a strike unless their members have been notified of the consideration of such strike action. In addition, the

members at such meeting by a majority vote approve strike action. In addition, the provisions in Article IX, Strikes, must be adhered to.

Section 2. Local union bylaws must provide for ratification of any contracts or renewals of contracts by their members in good standing at a regular or special meeting called for that purpose or by mail referendum or any other form of referendum.

Section 1. Local Unions, Regional Boards or Joint Councils, may adopt such

bylaws and rules as do not conflict with any of the provisions of this National Constitution or the policies of the National Union. All local unions, regional boards or joint councils shall send copies of their bylaws to the National President for approval before they shall take effect, and if not in conflict with the National Constitution, they shall be approved.

Section 1. Local Unions, Regional Boards or Joint Councils, may adopt such

Local Unions

ARTICLE VII

This committee should be composed of four to six members, and its duty shall be to make a semi-annual examination of the financial accounts of the local union or council, and to report its findings in writing to the membership, with a copy sent to the National Office.

the successors, subsidiaries, affiliates, mergers and acquisitions of employers whose generation, service, and related industries and organizations, including entities that are employed in and around energy, electric, gas, steam, water, telecommunications, good standing of any AFL-CIO affiliate, provided such person shall be or has been standing, a "Transfer Requester" transferring his membership to another local union.

Section 2. The National Union will accept any Transfer Card for any member in good standing of any AFL-CIO affiliate, provided such person shall be or has been employed in and around energy, electric, gas, steam, water, telecommunications, good standing of any AFL-CIO affiliate, provided such person shall be or has been employed in and around energy, electric, gas, steam, water, telecommunications,

Section 1. A local union in good standing may issue to a member in good standing a "Transfer Requester" to another local union.

Transfer Cards

ARTICLE X

The Local Union involved may appeal to the National Executive Board, any decision of the National President on strike action.

Section 1a. It shall be a violation of this National Constitution, subject to the provisions of ARTICLE VII hereof, for any local union officer or member to cross, or advocate crossing, a duly authorized picket line established in accordance with the provisions of ARTICLE VIII hereof, to strike, the Local Union involved may appeal to the National Executive Board, any decision of the National President on strike action.

Section 1. No strike shall be called by any local union until the National Office is notified and the National President has given his/her sanction. Local Union officers, before requesting strike approval from the National President, are required to have may be taken prior to such negotiations. On being notified of a desire to strike, the National President or his/her representative shall immediately attempt to adjust the dispute between the company and the local union, and shall give further recommendations on procedure.

Strikes

ARTICLE XI

Section 5. After a charter of a local union has been revoked, the National Executive Board may charter a new local union having the same jurisdiction as the local union whose charter was revoked. The members of the local union whose charter was revoked may be readmitted only by action of the National Executive Board.

Section 4. In the event that a local union's charter is revoked, or the local union disbands, the charter and all books, monies, and property shall be delivered and turned over to the National Union through the office of the National Secretary-Treasurer within ten (10) days after demand by the National Executive Board.

Section 3. In the event of a suspension of a local union, members thereof and the local union shall not be deemed to be in good standing during the period of suspension.

Section 2. In the event a plant which constitutes the sole jurisdiction of a local union is abandoned, the National Secretary-Treasurer, with the consent of the National Executive Board, may revoke the charter of said local union.

However, that pending the appeal, the decision of the National Executive Board shall remain in full force and effect.

Section 1. Such proceedings, shall not participate as a member of the trial body or in the decision, but may offer evidence in support of the charges. The decision of the National Executive Board may be appealed to the next National Convention provided, however, that pending the appeal, the decision of the National Executive Board shall remain in full force and effect.

ARTICLE XIV

Section 1. This National Constitution may be amended by a two-thirds (2/3) vote at a regular or special National Convention called for that purpose, provided the exact language of the proposed amendments have been provided to the delegates prior to the call to order of the National Convention, and such changes shall take effect upon the adjournment of the National Convention, unless otherwise provided for upon adoption of the amendment.

Amendments

ARTICLE XIII

Section 1. In addition to their affiliation with the National Union, and that Organization with the AFL-CIO, all local unions should become affiliated with the state and local bodies of the AFL-CIO. It is also permissible to affiliate with other subordinate councils of the AFL-CIO. No local unions should have any other affiliation except the aforementioned without the prior approval of the National Executive Board or its Executive Committee.

Affiliations

ARTICLE XII

Section 1a. In the event of a merger into or affiliation with the National Union by a group of employees certified as a collective bargaining unit or any other labor organization, which group or labor organization consists of two thousand or more members, there may be added to the National Executive Board one at-large member for each such two thousand members or major portion thereof. National Executive Board positions created by this subsection shall be filled in the same manner as all other vacancies in the National Executive Board, as provided for in Section 1 above.

Section 2. Should a vacancy occur in the office of the National President, National Executive Vice President, National Vice President or the National Secretary-Treasurer, the remaining members of the National Executive Board shall elect one of its members, who has been elected to the Executive Board by the National Convention to fill the vacancy, and he/she would serve until the next regular election provided for this National Convention.

Vacancies

ARTICLE XI

Employees are represented by a local union or by the National Union.

Member Charges and Challenges

Local Union / Regional Boards / Joint Council Charges and Trials

Recognizing that charges may be filed by a member in good standing against another member, the following shall apply in order to insure that all charges are duly considered and addressed under a procedure that is fair and equitable.

Procedures for charges and trials should be designated in the bylaws of the local unions. When the bylaws of a local union are silent in whole or in part, the following procedures will govern. Regional Boards and/or Joint Councils will hereinafter be referred to as local union and members hereinafter referred to will apply to members of those Boards or Councils.

Section 1-A. Any member(s) may prefer charges against a member(s) of a local union by filing such charge(s) with the local union of which the charged party is a member. These charges must be signed by the person(s) making the charge(s) and must set forth the specific violation(s) or wrong(s) charged and the date on which it allegedly occurred. Charges must be sufficient to permit the charged party to prepare a proper defense.

Section 2-A. Charges must be filed within sixty (60) days of the time the complaint becomes aware, or reasonably should have become aware, of the alleged offense. The term "day(s)" as used in this Article shall be calendar days unless otherwise noted.

Section 3-A. A written copy of the charges must be forwarded to the charged party, to his/her last known address, by certified mail within seven days after the charges have been filed.

Section 4-A. A Trial Committee shall be designated in the manner specified in the bylaws of the local union. If the bylaws of the local union do not provide for a Trial Committee, then:

(a) The local union officers should designate the Trial Committee which may not consist of less than three members in good standing.

(b) If the accused member is an officer of the local union he/she shall not participate in the designation of the Trial Committee.

(c) Neither the person that filed the charges nor the person accused may be a member of the Trial Committee.

Section 5-A. The complainant and the charged party shall promptly be notified of forward immediately to the Trial Committee. The complainant also shall be notified the members appointed to the Trial Committee is unable to serve, the President shall appoint another statements and exhibits, that they have supporting the charges. If any member appointed to the Trial Committee shall choose its own chair, who shall have full voting rights. It first shall review the charges. If the Trial Committee determines that the charges, in whole or in part, have not been properly or timely filed, do not state an offence for which a member may be charged, or have not been supported by the evidence provided by the complainant, it shall render a report dismissing those portions of the charges. If all charges are dismissed, the report of the Trial Committee shall be submitted to the next regular membership meeting or special

Section 6-A. The Trial Committee shall convene and shall choose its own chair, who shall have full voting rights. It first shall review the charges. If the Trial Committee determines that the charges, in whole or in part, have not been properly or timely filed, do not state an offence for which a member may be charged, or have not been supported by the evidence provided by the complainant, it shall render a report dismissing those portions of the charges. If all charges are dismissed, the report of the Trial Committee shall be submitted to the next regular membership meeting or special

Section 7-A. If the Trial Committee, upon examining the evidence provided by the complainant, finds there is sufficient evidence to warrant a trial on some or all of the charges, the complainant, called in accordance with the regular membership meeting or special meeting, following the trial, shall be notified by certified mail when a complaint is filed in accordance with the local union's bylaws.

Section 8-A. Only members of the Utility Workers Union of America may attend the proceedings of the Trial Committee.

Section 9-A. The charged party may act as his/her own representative or may choose to be represented by one (1) member in good standing of the Utility Workers Union of America.

Section 10-A. If the charged party deliberately absents himself/herself from a scheduled hearing without being excused by the Trial Committee, the Trial Committee may proceed as if they were present. If the complainant deliberately absents himself/herself from a scheduled hearing without being excused by the Trial Committee, the charged party shall have the right to make an opening statement, to be present throughout the hearing, to offer witnesses and evidence, to confront and cross examine witnesses, and to make a closing statement. The complainant shall proceed first and shall have the burden of proving the charges by a preponderance of the evidence. There shall be a presumption of innocence in favor of the charged party.

Section 11-A. The complainant and the charged party shall have a fair and impartial hearing and shall have the right to make an opening statement, to be present throughout the hearing, to offer witnesses and evidence, to confront and cross examine witnesses, and to make a closing statement. The complainant shall proceed first and shall have the burden of proving the charges by a preponderance of the evidence. There shall be a presumption of innocence in favor of the charged party.

Section 12-A. All questions of order, procedure, and admissibility of evidence shall be decided by the Trial Committee and shall be final.

Section 13-A. All Trial Committee members are expected to be present at all hearings. Notwithstanding the above, the Trial Committee may meet and conduct hearings and other business, deliberate, and issue its final report, if a majority of its members are present.

Section 14-A. Any properly selected member of the Trial Committee may continue to serve as a member of that Committee until the conclusion of its proceedings, so long as they remain a member in good standing of the Utility Workers Union of America. If a member in good standing of the Utility Workers Union of America, so long as he/she shall continue to serve until after the report and decision is completed, he/she shall receive a copy of the report by certified mail prior to the date of the meeting. At the meeting any member in good standing will be permitted to speak in accordance with the parliamentary procedure outlined in the local union's bylaws.

Section 15-A. Within thirty (30) days of the conclusion of the hearings, the Trial Committee shall prepare a written report and submit it to the next membership meeting, or special meeting, with its recommendations on the guilty or innocent finding of the charged party shall receive a copy of the report by certified mail prior to the date of the meeting. At the meeting any member in good standing will be permitted to speak in accordance with the regular membership meeting or special meeting, with its recommendations on the guilty or innocent finding of the charged party.

- Section 16-A.** The report and recommendations of the Trial Committee on each charge shall become effective only upon approval by a majority vote of the members voting at the meeting. If the report and recommendation of the Trial Committee on a charge is rejected, no further action will be taken on that charge during that meeting.
- Section 17-A.** A report of the members' decision, including the report and recommendations of the Trial Committee, shall be forwarded immediately by certified mail to the charged party, the complainant and the National Office.
- Section 18-A.** The following procedure shall apply if an appeal is filed from a decision of the local union:
- (a) The complainant or the charged party may appeal from the decision of the local union within thirty (30) days of the mailing of the local union's decision by sending the appeal in writing, certified mail, to the Secretary-Treasurer at the National Office.
- (b) The party filing the appeal shall set forth the specific reasons for the appeal and shall provide a statement of the facts upon which the appeal is based, including all evidence to support the appeal. This information required for consideration of the appeal must be sufficiently specific to permit the National Union to fully consider the appeal.
- (c) The National Union shall notify the prevailing party and the Trial Committee that an appeal was filed. The prevailing party, and the Trial Committee if it so desires, can also send any further information that they believe should be considered no later than thirty (30) days from the date of the notice of appeal.
- (d) The National President, subject to the approval of the Executive Committee, may make an administrative decision on the appeal after receipt of all information pursued in the above-stated procedure.
- (e) If he does not reach an administrative decision, he may assign an Appeal Committee comprised of no fewer than three (3) and no more than five (5) National Executive Board members to review the appeal and make a recommendation to the National Executive Board whether to decide the appeal on the information received, to hold an appeal hearing, or to order a new trial.
- (f) If a new trial is ordered, the Appeal Committee will recommend to the National Executive Board whether the trial should be held before the Appeal Committee or sent back to the local union.
- (g) The Appeal Committee shall issue a report including its findings and recommendations at the conclusion of its deliberations on the appeal.
- (h) The National Executive Board shall decide the appeal after full consideration of the report of the Appeal Committee. The decision of the National Executive Board shall be sent by certified mail to the complainant, the charged party, and the local union.
- (i) Unless the National Union grants a stay, the decision of the local union shall be made to the next National Convention by giving notice to the National Executive Board prior to the convening of the National Convention.

National Executive Board Charges and Trials

Charges against any officer(s) or member(s) of the National Executive Board for any offense against the National Union must be proffered in writing, signed by four or more members of the National Executive Board, or by at least ten (10) local unions that constitute at least 20% of the membership of the Utility Workers Union of America and must set forth the specific acts upon which the charges are based. In the event such charges are filed, or if any National Officer shall be derelict in the performance of his/her duties or commits any dishonorable act, the National President may at his/her discretion suspend without pay any such National Officer, subject to review by the National Executive Board and upon appeal to the National Convention, but such decision shall stand pending such review. If such action is finally reversed, the charged party shall be made whole for any losses suffered.

The National Executive Board shall designate or constitute itself a Trial Committee except that any member involved as defendant or accuser shall be disqualified from sitting on the Trial Committee. At the trial both parties shall be entitled to be represented by counsel. If the trial both parties shall be entitled to be represented by the Trial Committee shall proceed to take testimony and make decisions in the same manner as if the defendant was present.

Section 1-B. An appeal from the decision of the National Executive Board may be made to the next National Convention by giving notice to the National Secretary-Treasurer no less than thirty (30) days and no more than sixty (60) days prior to the convening of the National Convention.

Section 2-B. The National President may extend the time for filing any appeal if in this/her opinion justice will be served thereby.

Section 3-B. In no case shall a member or subordinate body appeal to a Civil Court for redress until they have exhausted their rights of appeal under the Constitution of the National Union.

Section 1-C. All challenges to election results for officers, delegates and representatives to elections of the election procedures of the local bylaws or the Disclosure Act of 1959 as amended, which would have affected the outcome of the election. The challenge(s) must be signed by the person(s) preferring the challenge(s) and must set forth the specific violation(s) or wrong(s) and the date on which they allegedly occurred. Any challenge(s) must contain a brief statement of the facts upon which the challenge(s) is based and must be sufficiently specific to permit an adequate investigation into the matter.

Section 2-C. An Investigative Committee shall be designated in a manner specified in the local bylaws. If the bylaws do not provide for an investigation committee, then:

(a) The Executive Board of the local union shall designate an Investigative Committee, and if the officer challenged is a member of the Executive Board, that member shall not participate in the selection.

(b) Neither the member whose election has been challenged nor the individual(s) challenging the outcome of the election shall serve on the Investigative Committee.

Section 3-C. Within seven (7) days after the challenge(s) has been filed, a copy of the challenge(s) shall serve on the investigative Committee.

Conventions

ARTICLE XV

Section 10-C. Elections challenged by a member will be presumed valid pending a final decision on the claimed violations and their effect on the outcome.

(c) certify all positions not involved in the claimed violations and those new election only for the positions, the outcome of which would have been affected by the violations.

Section 1. The regular National Convention shall be held subsequent to the National Convention in June, 1979 at four (4) year intervals during the month of June, of such dates and at such places as may be designated by the National Executive Board; provided that the date of such National Convention may be advanced or postponed to the two (2) months preceding or two (2) months subsequent to the month of June by resolution of the National Executive Board.

Section 2. The Call for each regular National Convention shall be mailed by the National Secretary-Treasurer at least sixty (60) days prior to the convening of the National Convention.

Section 3. Representation shall be based upon the average of the membership of the local union both paid and for whom per capita payments have been duly waived or excused for the last six months calculated and closed preceding the month in which the National Convention is held. Such membership shall be based upon the records of the National Convention is held. Each Local shall be entitled to elect by secret ballot, one delegate for the membership. Each Local shall be entitled to elect by secret ballot, one delegate for the first 100 members or less in good standing and shall be entitled, after election by secret ballot, to send delegates for each additional 100 members or fraction thereof. However, to send delegates for each additional 100 members or fraction thereof, secret ballot, vote their full per capita membership. Any affiliate local union may elect by secret ballot alternate delegates to a National Convention, but said alternates shall only serve as delegates in the event of the inability of a delegate or delegates to attend the National Convention and serve.

Section 4. Voting at National Conventions shall be based on per capita only service to satisfy the Credentials Committee that he/she has been properly authorized by the local union.

Section 4a. In the event a local union is engaged in a duly authorized strike or lockout which prevents it from sending its entire delegation to a National Convention, the local union shall be entitled to have one or more of its delegates, previously elected by secret ballot, vote the total per capita of the local union after having provided evidence to satisfy the Credentials Committee that he/she has been properly authorized by the local union.

Section 5. Local unions within a reasonable radius of one another in the same region may combine and elect delegates to represent them, but no delegate so elected shall be entitled to represent more than 1,000 votes in the National Convention—such delegate shall be entitled to represent more than 1,000 votes in the National Convention if the Councils chartered by the National Union and composed of local unions of the National Union, may elect a delegate to the National Convention—such delegate shall be entitled to represent more than 1,000 votes in the National Convention so elected to represent more than 1,000 votes in the National Convention.

Section 7. Any local union becoming delinquent must comply with ARTICLE VI, Section 12, and be in good standing for four (4) months previous to the month in which the National Convention is held, before it will be entitled to representation.

Section 8. No member shall be eligible to be a delegate to a National Convention unless (a) he/she shall have been in continuous good standing for a period of twelve (12) months prior to the National Convention; or (b) if his/her local union has been in existence for less than twelve (12) months prior to the National Convention is held, before he/she will be eligible to be a National Convention Delegate; and is employed in a plant, shop, office, or any other place within the jurisdiction of the National Union, or is one of the staff representatives of the National Union, or an officer, employee, or representative of a local union. The National Officers and the members of the National Executive Board shall be ex-officio delegates to all National Conventions, and shall be seated at the National Convention with all rights and privileges of delegates, but without vote, except that the National President and National Secretary-Treasurer with the National Seal affixed. The home address of the delegate's credential shall send to each delegate at his/her Convention, the local union's seal attached, of all delegates properly elected to the National Convention after the Call for the National Convention is received and has been read to the local union. The local union Officers shall issue a notice, in accordance with the provisions of the Labor-Management Reporting and Disclosure Act of 1959, as amended, stating those delegates will be elected by secret ballot. Delegates must receive a plurality vote of the members voting. Notwithstanding the above, if a Local's bylaws provide that any of its officers shall also serve as National Convention Delegates, then such officers, when elected to office, shall also be elected as delegates to the National Union Convention and, in accordance with the Labor-Management Reporting and Disclosure Act of 1959, as amended, shall be nominated and elected in the manner prescribed in the National Constitution.

Section 11. When any delegate's credentials are to be contested, notice of such contest shall be sent to the National Secretary-Treasurer not later than five (5) days prior to the date for convening the National Convention.

Section 12. All proposed Constitutional amendments and resolutions to be voted on at the National Convention shall be sent to the National Secretary-Treasurer not later than five (5) days prior to the date for convening the National Convention.

Section I. The Human Rights Advisors shall be appointed by the National**Human Rights Advisors****ARTICLE XVI**

- this National Constitution.*
- Section 19. Parliamentary procedure at all National Conventions shall be governed by Roberts Rules of Order (Newly Revised), except as otherwise provided in**
- of the registered delegates to the National Convention.**
- Section 18. A quorum for the National Convention shall consist of two-thirds (2/3) of the registered delegates to the National Convention.**
- 14. Adjournment.**
- 13. Good and Welfare.**
- 12. Recommendations on Place for Next Convention.**
- 11. Nomination and Election of Officers**
- 10. New Business**
- 9. Unfinished Business.**
- 8. Report of Committees.**
- 7. Submission of Minutes of Last Convention.**
- 6. Report of Officers.**
- 5. Ratification of Committee Appointments.**
- 4. Report of Committee on Rules and Order.**
- 3. Roll Call.**
- 2. Report of Credentials Committee.**
- 1. Call to order by National President.**

business unless suspended by a two-thirds (2/3) vote:

Section 17. All National Conventions shall be governed by the following order of business unless suspended by a two-thirds (2/3) vote:

submitted to the National Convention.

Section 16. The National President shall appoint prior to the opening date of the National Convention and subject to the approval of the National Convention, such committees as are necessary to conduct the affairs of the National Convention. Such committees prepared and make such other arrangements as will expedite and facilitate the calling of the roll.

Section 15. The National Secretary-Treasurer shall have a roll of accredited delegates prepared and make such other arrangements as will expedite and facilitate the calling of the roll.

Section 14. On questions coming before the National Convention, a roll shall require a majority vote.

Section 13. A National Convention shall not consider internal appeals or grievances unless the lower tribunals of the organization have previously considered them.

Section 12. The National Secretary-Treasurer shall submit all proposed amendments to the National Convention and all resolutions so received to the Charpersons of the appropriate committees.

Section 11. The National Secretary-Treasurer and be in his/her hands not later than ten (10) days prior to the convening of the National Convention. The National Secretary-Treasurer shall submit all proposed amendments to the National Convention and all resolutions so received to the Charpersons of the appropriate committees.

(c) The National Executive Committee and/or the National Executive Board, and shall be sent to the National Secretary-Treasurer and be in his/her hands not later than ten (10) days prior to the convening of the National Convention. The National Secretary-Treasurer shall submit all proposed amendments to the National Convention and all resolutions so received to the Charpersons of the appropriate committees.

(b) An authorized National Union Council,

(a) A duly constituted local membership or local union Executive Board Meeting;

considered by the National Convention shall emanate from:

<p>Section 2. The Human Rights Advisors shall meet in conjunction with the Convention Committees and will consider matters of discrimination and affirmative action. Additional meetings of the Advisors shall be at the discretion of the National Convention or any other organization called by the National President while attending the National Convention or any other hotel accommodations incurred during the full-time officers of the National Union, and shall consist of a Director appointed from among the full-time officers of the National Union, an Advisor Chairman and five Regional Advisors. The Advisors shall serve for a period of four years or until the next Convention.</p>	<p>Section 3. Lost time from regular employment, all necessary traveling, meals, and President subject to the approval of the National Executive Board, and shall be entitled to the next Convention.</p>	<p>Section 4. The Human Rights Advisors shall concern themselves with charges of discrimination in hiring practices, promotions, and other conditions of employment; seek to improve communications between the National Office and the Office of the Regional Director and the local unions in all matters concerning Human Rights. They will promote the establishment of Human Rights Committees in each local union. They will develop the active participation in union affairs for all minority groups. They will assist local unions in the elimination of discriminatory practices in hiring and employment.</p>	<p>Section 5. Members may file charges with the Human Rights Advisors upon belief that the local union has acted in a discriminatory manner in representing the members of the local union in their administration of the contracts with normal operations in the local union.</p>	<p>Section 6. Upon receipt of a specific charge brought by a member, a copy of the charge will be sent to the local union involved with a request for specific information relative to the charge; a copy will also be sent to the Regional Advisor. Upon receipt of the local union's information and copies of the original charge, the local union's representative in writing will be presented to the Committee for consideration. Upon receipt of all of the pertinent facts, the Advisors shall consider all possible solutions to the situation and make recommendations to the National Union and the Executive Board for final action.</p>	<p>Section 7. Upon request of the appropriate officers of a local union, the Regional Human Rights Advisor, with the approval of the National President, may attend meetings and assist the local union in resolving claims of discrimination.</p>	<p>ARTICLE XVI.</p>	<p>Election and Installation of Officers</p>
<p>Section 1. Election of National Officers shall be held at the Convention and shall be conducted by Roll Call vote of the delegates present.</p>	<p>Section 2. The terms of the National Officers shall be in accordance with Article XV, Section 1, and shall run from the date of election until their successors shall have been elected and installed in office, except, upon request of any newly-elected National Officer, his/her time of assuming the duties of his/her office may be extended.</p>	<p>ARTICLE XVII.</p>	<p>ARTICLE XVII.</p>	<p>ARTICLE XVII.</p>	<p>ARTICLE XVII.</p>	<p>ARTICLE XVII.</p>	<p>ARTICLE XVII.</p>
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Disclaimer

Gary M. Ruffner, National Secretary-Treasurer

Gerald Waters, National Vice President

D. Michael Langford, National Executive Vice President

Donald E. Wigington, National President

Affiliated with the AFL-CIO

OF AMERICA **UTILITY WORKERS UNION**

of the

The National Union

"I, do hereby pledge my honor to perform the duties of my office as required by the Constitution of this Union; to bear true and faithful allegiance to the Utility Workers Union of America, to deliver all books, papers, and other property of the Union that may be in my possession at the end of my term to my successor in office, and at all times to so conduct myself as becomes a member of this Union."

Officers shall subscribe to the following affirmation:

Before entering upon the duties of their respective offices, the newly elected transition.

extended a maximum of sixty (60) days so as to provide sufficient time for the